

# Good Employment News



Your weekly update of the key topics making the headlines.

Based around the seven characteristics of the Good Employment Charter

## 18 – 22 DECEMBER 2023

### FLEXIBLE WORK

#### [Aviva angers traditionalists by telling staff they can choose to \*\*work\*\* Christmas Day](#)

The Telegraph

... policy. The FTSE 100 insurance giant has kicked off a six-month flexible bank holiday trial which allows UK staff to work on Christmas Day and ...

#### [Government threatens to withdraw cash from four-day week councils - Personnel Today](#)

Personnel Today

Ashleigh's areas of interest include employee health and wellbeing, equality and inclusion and skills development. She has hosted many webinars for ...

### PAY

#### [L&G opens door for huge US-style bonuses for \*\*UK\*\* asset managers - The Guardian](#)

The Guardian

Too many firms are guilty of feather-bedding those at the top at the expense of the wider workforce." Explore more on these topics. Executive pay and ...

#### [Jersey \*\*Living Wage\*\* to increase by more than £1 in 2024 - BBC News](#)

BBC

... UK, has raised the rate from £12.19 to £13.41 per hour. Chief executive Patrick Lynch said the charity had "real concern about the levels of ...

#### [Draft code of practice on fair and transparent distribution of tips \(HTML version\) - GOV.UK](#)

GOV.UK

... workplace policies that affect them. This includes the employer's written tipping policy, which they are required to have and make available to ...

#### [Pay inequalities remain constant, research suggests](#)

Yahoo News UK

PA Media: UK News. Pay inequalities remain constant ... low-paid work should be included in the pay ratio calculations. The ...

#### [Hard-up this holiday? Amazon flyer tells workers to ask \*\*company\*\* mascot for help](#)

The Guardian

Workers making \$17 an hour not impressed by holiday offer from company that just tripled profits to \$9.9bn

#### [Hollywood Bowl says \*\*minimum wage\*\* rise may lead to higher prices - BBC News](#)

BBC

The 10-pin bowling operator says a "painful" minimum wage increase was higher than the firm expected.

#### [Pablo to introduce £30,000 \*\*minimum wage\*\* for staff in industry-first - Marketing Beat](#)

Marketing Beat

Pablo has introduced a 'Living Wage' which will see all of its employees earn a minimum of £30k a year in a bid to soften the cost-of-living ...

## [Government and BMA agree offer for NHS SAS doctors - GOV.UK](#)

GOV.UK

If accepted, offer will realign pay scales, improve career development and progression, and create extra specialist roles in the NHS; No strike ...

## [Best of 2023: Asda's great pay debate - why \*\*workers\*\* want their bonus back](#)

Grocery Gazette

... UK's third largest grocer. So what is really happening and where did Asda go wrong? Changes to Asda's bonus structure. In February, Asda announced ...

## [Scotland creates new 'advanced' income tax band - Personnel Today](#)

Personnel Today

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## [Uber to raise \*\*minimum wage\*\* for drivers in France | Reuters](#)

Reuters

Uber Technologies will raise the minimum wage it pays drivers in France as part of a wider agreement between ride-hailing companies and driver ...

## [Lidl doubles paid maternity leave to 28 weeks - Yahoo Finance](#)

Yahoo Finance

Stephanie Rogers, Chief Human Resources Officer at Lidl GB, said: "We're deeply committed to supporting our colleagues, not just in their ...

## [Bucks Council hit by GMB pay claim](#)

Bucks Radio

Buckinghamshire Council must increase staff wages by 10 per cent, a trade union said as it filed a pay claim in response to the cost of living ...

## **ENGAGEMENT AND VOICE**

### [Amazon \*\*workers\*\* in Germany and Spain strike before Christmas - UNI Global Union](#)

UNI Global Union

di is also calling for Amazon to sign a "collective agreement for good and healthy work." Similarly, in Spain, workers at the Amazon warehouse in Dos ...

## **RECRUITMENT**

### [UK vacancies fall below one million for first time in two years](#)

Personnel Today

In November, available jobs in HR and recruitment were down by 42.5% compared with a year before. In November, overall UK job advertisements fell 2.72 ...

### [White men '30 times likelier to succeed in finance' - BBC News](#)

BBC

Chief executive of Progress Together Sophie Hulm said: "Socioeconomic background has the greatest impact on career progression." Businesses could soon ...

## [Octopus Energy raises \\$800m and aims to create 3000 green jobs in UK - The Guardian](#)

The Guardian

Extra cash values firm at nearly \$8bn, as it says it has greater share of home electricity market than British Gas.

## [Editorial: Aviva's 'woke' hiring policies spark boycott – but should they?](#)

Insurance Business America

We use cookies to improve this site and enable full functionality. You ... UK PLC CEO hotseat – it's only in recent years that she's stepped up as ...

## [Hospitality recruitment scheme helps over 220 Westminster businesses attract talent | Bdaily](#)

Bdaily

... job conditions and prospects for traditionally low paid workers in the industry. ... According to industry advocacy organisation UK Hospitality, staff ...

## [Modern slavery 'a feature' of care sector in England since Brexit - The Guardian](#)

The Guardian

End of free movement of workers from EU has significantly increased possibilities of exploitation, care watchdog tells MPs.

## [SLCC & NALC leadership teams mark the launch of the new model contract of employment ...](#)

SLCC

... best practices within the local government sector. Offering good terms of employment ... England and Wales with company registration number 10566132.

## [Pioneering military recruitment scheme showcased to UK police forces | Nottinghamshire Police](#)

Nottinghamshire Police

A delegation of senior police figures came to Notts to learn about a brand-new training programme designed to turn military leavers into police ...

## [New Scheme To Help Find Work For Disabled People In Greater Manchester](#)

Business Manchester

Employment specialists will offer flexible one-to-one tailored support including rapid job search, liaising with employers, help with benefits, and ...

## [Employment hub secures up to £300000 - Insider Media](#)

Insider Media

North West Business Insider · South East Business Insider · South West ... Employment Hub at the Go North Wales Tourism and Hospitality Academy.

## PEOPLE MANAGEMENT

### [Hasbro cuts 1100 jobs at Christmas - HR must do more to prevent fewer layoffs in 2024](#)

HR Grapevine

State Street, Zulily, Twilio, and Spotify make up December's cohort of major redundancies, and 2023 has seen myriad layoffs across every industry ...

### ['Minister for Common Sense' to 'look carefully' at use of equality and diversity consultants](#)

The Independent

NewsUKUK Politics ... She continued: "I am looking carefully at the government's expenditure on external 'equality, diversity and inclusion' consultants ...

### [Tesco and Sainsbury's accused of migrant worker abuse - Employment & Business News](#)

WhatJobs

Tesco and Sainsbury's are named among other major supermarkets found to be abusing migrant workers in the UK. ... Exploitation was most reported on ...

## HEALTH AND WELLBEING

### [Give employees guaranteed paid leave for fertility treatment, says MP | The Independent](#)

The Independent

NewsUK. Give employees ... Conservative MP Nickie Aiken has tabled a proposed law that she hopes will remove the taboo surrounding such treatments.

### [Four in five UK women say workplace support for menopause lacking – survey](#)

The Guardian

"Workplaces need to realise that adapting their policies and practices to support women going through menopause isn't just a nice-to-have. It's an ...

### [Company is offering its workers 130% of their salary as a bonus if they run two miles every day](#)

UNILAD

... health issues among its employees," said one Weibo user. "The company should add an extra bonus to the employees who do exercise, instead of using ...

## GENERAL

### [Festive bonus as government progresses on workers' rights package - GOV.UK](#)

GOV.UK

... UK's outstanding workers' rights record. The Employment (Allocation of Tips) Act 2023, which became law in May this year, requires employers to ...

### [Legal action planned over UK's 'cruel' income threshold visa rules - The Guardian](#)

The Guardian

... UK if they want to stay with their foreign partners. Many work in sectors with severe worker shortages, such as care and social work. One care ...

### [Employment tribunal cases fall to pre-pandemic levels - Personnel Today](#)

Personnel Today

... tribunals in England and Wales not least in increasing significantly the number of employment judges that have been recruited, have arrested what ...

### [Councils come together to offer £500k compliance service to businesses | TheBusinessDesk.com](#)

The Business Desk

Councils across Greater Manchester have come together to provide a regulatory and compliance support service to small and medium businesses.

## ABOUT THE GREATER MANCHESTER GOOD EMPLOYMENT CHARTER

The Greater Manchester Good Employment Charter is a voluntary membership and assessment scheme which has been created to improve employment standards across all GM employers, regardless of size, sector or geography. Organisations within the private, public and third sectors are welcome to [join the movement](#).

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